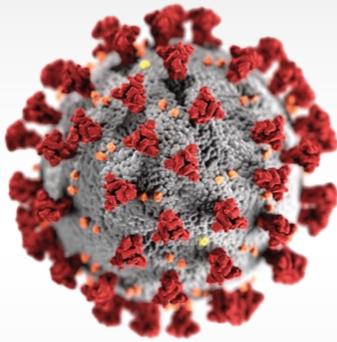


Irvine Unified School District

Employee Injury and Illness Prevention Program



Coronavirus Disease 2019 COVID-19

This IIPP COVID-19 Addendum replaces and supersedes the previously published document dated January 19, 2021

REVISION #4: June 18, 2021

Irvine Unified School District | 5050 Barranca Parkway | Irvine, California 92604



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Centers for Disease Control and Prevention **California Division of Occupational Safety and Health**

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What is Coronavirus Disease 2019 (COVID-19)

On February 11, 2020 the World Health Organization announced an official name for the disease that is causing the 2019 novel coronavirus outbreak, first identified in Wuhan China. The new name of this disease is coronavirus disease 2019, abbreviated as COVID-19.¹

There are many types of human coronaviruses including some that commonly cause mild upper-respiratory tract illnesses. COVID-19 is a new disease, caused by a novel (or new) coronavirus that has not previously been seen in humans. The name of this disease was selected following the World Health Organization's (WHO) best practice for naming of new human infectious diseases.¹

Coronavirus Disease 2019 (COVID-19) - How Does the Virus Spread?

The virus that causes COVID-19 is thought to spread mainly from person to person through respiratory droplets produced when an infected person coughs or sneezes. These droplets can land in the mouths and/or noses of people who are nearby or possibly be inhaled into the lungs. Spread is more likely when people are in close contact with one another (within about 6 feet).²

COVID-19 seems to be spreading easily and sustainably in the community (community spread) in many affected geographic areas. Community spread means people have been infected with the virus in an area, including some who are not sure how or where they became infected.²

It may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or eyes. This is not thought to be the main way the virus spreads, but the Center for Disease Control and Prevention (CDC) is still learning more about how this virus spreads.²

Injury and Illness Prevention Program (IIPP)

California employers are required to establish and implement an Injury and Illness Prevention Program (IIPP) to protect employees from workplace hazards, including infectious diseases. Employers are required to determine if COVID-19 infection is a hazard in their workplace. If it is a workplace hazard, then employers must implement infection control measures, including applicable and relevant recommendations from the CDC. For most California workplaces, adopting changes to their IIPP is mandatory since COVID-19 is widespread in the community.³

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**Irvine Unified School District
Coronavirus Disease 2019 (COVID-19)
Injury and Illness Prevention Program - Addendum**

Introduction

The Irvine Unified School District (District), through its administration and management, is committed to the safety and health of all employees, including volunteers, and recognizes the need to comply with regulations governing injury and accident prevention and employee safety. By making safety a high priority for every employee, the District can reduce injuries and illness, increase productivity and promote a safer and healthier work environment.

This addendum to the District’s Injury and Illness Prevention Program is a framework applicable during the current (COVID-19) public health emergency. The protocols that are outlined in this document are a phased approach and will be modified based on the ongoing and updated guidance from the CDC, state and local public health agencies, and District operations.

The addendum is not applicable to non-volunteer parents, students, and third-parties that may enter or conduct business at Irvine Unified School District facilities.

This Injury and Illness Prevention Program addendum (COVID-19) was reviewed, modified and approved by the Superintendent’s Executive Cabinet under Irvine Unified School District’s Emergency Resolution #19-20-27 dated March 13, 2020.

The Irvine Unified School District hereby assigns responsibility for implementing and maintaining the Injury and Illness Prevention Program addendum (COVID-19) to Stephen Bayne, Ed.D., Director, Risk Management & Insurance.

Essential Infection Prevention Measures – General Statement

Language Revision – June 18, 2021

1. The District supports the use of video and/or telephonic meetings, when appropriate.
2. The District supports the distribution of posters (11”x 17”) to each school and work location to be displayed in common areas that provide current COVID-19 mitigation guidelines.

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Essential Infection Prevention Measures – District Strategies

Language Revision – June 18, 2021

The District, to the extent possible, will implement the following guidelines to mitigate employee exposure to the coronavirus disease (COVID-19) in the workplace.

1. Ensure that COVID-19 cases are excluded from the workplace until the current return to work requirements have been satisfied.⁵
2. If identified at work and upon notification to a supervisor or administrator that an unvaccinated employee is showing symptoms related to COVID-19, send employee home or to medical care, as needed.
3. To the extent supplies are in stock and readily available for distribution, the District will provide for voluntary use to any employee working indoors or in a vehicle who is not fully vaccinated an appropriate respiratory protection device approved by the National Institute for Occupational Safety and Health (NIOSH).⁵
4. Face coverings (cloth face cover of at least two layers; surgical mask) are required whenever employees enter indoors to any educational setting where students are present and are also required whenever an unvaccinated employee enters indoors into any District facility.⁵

The face covering requirement does not apply to employees who have a medical or mental health condition or disability, or who are hearing-impaired or communicating with a hearing-impaired person. Any employee who is exempt from wearing a face covering shall be at least 6 feet apart from all other persons unless the unmasked employee is either fully vaccinated or tested at least weekly for COVID-19.⁵

5. For indoor locations, evaluate how to maximize ventilation with outdoor air and consider the use of portable High Efficiency Particulate Air (HEPA) filtration units, or other air cleaning systems.⁵
6. Place signs and/or instructions in common areas (e.g., front reception area, school office, public common areas, etc.) to provide COVID-19 infection prevention information to the general public who may enter upon school grounds and buildings.

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Essential Infection Prevention Measures – Employee Responsibility

Language Revision – June 18, 2021

During this COVID-19 public health emergency, District employees have a collective responsibility to ensure the protection of all people in the workplace by staying abreast of current public health guidelines to mitigate exposure to the coronavirus disease (COVID-19).

1. Employees are required each workday to self-screen at home for COVID-19 symptoms prior to leaving the home for their shift. Employees should follow the CDC guidelines for self-screening at <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>.⁴

An unvaccinated employee should stay home if they experience COVID-19 symptoms, follow public health agency guidelines, and contact their administrator or supervisor.

2. Employees who are out ill with fever or acute respiratory symptoms that affect normal breathing who have not been vaccinated for the COVID-19 virus or who have tested positive for the COVID-19 virus, should consult with their physician before physically returning to work.
3. Employees who test positive and develop COVID-19 symptoms shall not return to work until all of the following occurs:
 - ✓ At least 24 hours have passed since a fever of 100.4 degrees Fahrenheit or higher has resolved without the use of fever-reducing medications; and⁵
 - ✓ COVID-19 symptoms have improved;⁵ and
 - ✓ At least 10 days have passed since COVID-19 symptoms first appeared.⁵
 - ✓ A negative COVID-19 test shall not be required for an employee to return to work.⁵
4. Employees who test positive but never develop COVID-19 symptoms shall not return to work until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.⁵
5. Employees who return to work following an illness should promptly report any recurrence of symptoms to their immediate supervisor.
6. Employees should wash hands with soap and water for at least 20 seconds and/or use hand sanitizer after interacting with other persons and after contacting shared surfaces or objects.⁵ Employees should notify their administrator or supervisor if any washing facilities do not have an adequate supply of suitable cleansing agents, water and single-use towels or blowers.
7. No employee shall bring cleaning products and/or disinfectants into the workplace that have not been approved by the Administrator of Operations.

Personal Protective Equipment (PPE)

While engineering and administrative controls are considered more effective in minimizing exposure to COVID-19, PPE may also be needed to prevent certain exposures. While correctly using PPE can help prevent some exposures, it should not take the place of other prevention strategies. Examples of PPE include: gloves, goggles, face shields, face masks, and respiratory protection, when appropriate. During an outbreak of an infectious disease, such as COVID-19, recommendations for PPE specific to occupations or job tasks may change depending on the updated risk assessments for workers, and information on PPE effectiveness in preventing the spread of COVID-19.

Identification and Regular Cleaning of Frequently Touched Areas

Language Revision – June 18, 2021

The District recognizes that high traffic – high touch common areas in the workplace need, to the extent possible, cleaning to limit the spread of the COVID-19 virus.

The District will assign personnel and establish routine schedules to clean common surfaces and objects in the workplace. This includes, but is not limited to, classroom technology devices, containers, counters, tables, desks, chairs, benches, door handles, knobs, drinking fountains, refrigerators, vending machines, portable restroom and bathroom surfaces, and trash cans.⁵

The process of disinfecting (if required) includes providing disinfecting products, that are EPA approved for use against the virus that causes COVID-19 and following the manufacturer's instructions for all cleaning and disinfection products (e.g., safety requirements, PPE, concentration, contact time).

Investigating and Responding to COVID-19 Cases in the Workplace

District Response - Confirmed or Suspected COVID-19 Case

Language Revision – January 19, 2021

The District will consult with the CDC, state health care agencies, and the Orange County Health Care Agency to ensure mitigation practices and response protocols are aligned with current expectations as information about the COVID-19 virus continues to be examined and understood.

The District developed a protocol for investigating and responding to COVID-19 cases that involve employees in the workplace. This protocol provides a comprehensive guide and investigative steps to ensure that appropriate measures are in place to mitigate further spread of the COVID-19 virus.

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Confirmed COVID-19 Case

Language Revision – June 18, 2021

If an employee is confirmed by medical verification to have the COVID-19 infection, the District will inform immediate coworkers of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA).³

Cleaning and Disinfecting – Confirmed COVID-19 Case

1. Cleaning of areas, material, and equipment used by a COVID-19 case during the high-risk exposure period, and disinfection if the area, material, or equipment is indoors and will be used by another employee within 24 hours of the COVID-19 case.⁵
2. District custodian personnel cleaning the area should be equipped with the proper personal protective equipment for COVID-19 disinfection (disposable gown, gloves, eye protection, and/or respiratory protection, if required).⁵

Suspected COVID-19 Exposure

Language Revision – June 18, 2021

In a case where an unvaccinated employee knew or was told that they have been in close contact with a person at the workplace diagnosed with or likely to have COVID-19 should self-quarantine in their home or another residence. Asymptomatic close contacts may discontinue quarantine after 10 days from the date of last exposure with or without testing.⁵

Close contact refers to any person who has been within 6 feet of an infected COVID-19 person for a cumulative total time of 15 minutes or greater in any 24-hour period within or overlapping with the high-risk exposure period.⁵

COVID-19 Employee Testing

Language Revision – June 18, 2021

The District offers, at no cost, COVID-19 testing for employees who had a close contact with a COVID-19 case in the workplace. However, employees who were fully vaccinated before the close contact and do not have COVID-19 symptoms are ineligible. COVID-19 testing is designated at the below medical facility.

Sand Canyon Urgent Care Medical Center (SCUCMC)

15775 Laguna Canyon Road, Suite 100

Irvine, CA 92618

Employees may access COVID-19 testing by contacting the Risk Management & Insurance Department at (949) 936-5267 or by email at RiskManagement@iusd.org.

Communication

Communication between employees and the Irvine Unified School District on matters relating to COVID-19 mitigation and response is an important aspect to ensure employee safety while in the workplace. Therefore, the District has a communication system through the Director of Risk Management & Insurance that is intended to accomplish clear and concise exchange of information by providing a single point of contact for administrators and supervisors.

1. All District employees are encouraged to report to their immediate administrator or supervisor concerns regarding COVID-19 mitigation practices or possible COVID-19 exposure in the workplace.
2. Administrators and supervisors who, after assessing the report, determine that additional guidance or assistance is required shall contact the Director of Risk Management & Insurance who will triage the report and notify essential District personnel for an appropriate response.

Director of Risk Management & Insurance (949) 936-5021 - Direct Office Number

The District will review applicable orders and guidance from the State of California and public health care agencies related to COVID-19 hazards and prevention.

Employee Training

Language Revision – June 18, 2021

The District will provide training in the general description of COVID-19, symptoms, when to seek medical attention, leave entitlement benefits, testing, how to prevent its spread, and the employer's procedures for preventing its spread at the workplace. The training may consist of reviewing written documentation, online video trainings and/or acknowledge receipt of the District's COVID-19 Injury and Illness Prevention Program addendum.⁵

Reporting, Recordkeeping, and Access

New Section – January 19, 2021

1. Report information about COVID-19 cases to the local health department whenever required by law, and provide any related information requested by the local health department.
2. Report immediately to Cal/OSHA any COVID-19 related serious illnesses or death, as defined under CCR Title 8 section 330(h), that occurred during employment or in connection with employment. Keep record of and track all COVID-19 cases.

3. Make the COVID-19 Prevention Program available at the workplace to employees, authorized employee representatives, and to representatives of Cal/OSHA immediately upon request.

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References

1. *Coronavirus Disease 2019 Basics*. Centers for Disease Control and Prevention (December 17, 2020). <https://www.cdc.gov/coronavirus/2019-ncov/faq.html#Coronavirus-Disease-2019-Basics>
2. *How Does the Virus Spread?* Centers for Disease Control and Prevention (October 8, 2020). <https://faq.coronavirus.gov/spread/how-does-the-virus-spread/>
3. *Cal/OSHA Interim General Guidelines on Protecting Workers from COVID-19*. State of California – Department of Industrial Relations (May 14, 2020). <https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html>
4. *COVID-19 Industry Guidance: Office Workspaces*. California Department of Public Health (July 29, 2020). <https://covid19.ca.gov/pdf/guidance-office-workspaces.pdf>
5. *Cal/OSHA Title 8, Division 1, Chapter 4 - Adoption of 3205*. California Occupational Safety and Health Standards Board (June 17, 2021). <https://www.dir.ca.gov/OSHSB/documents/Jun172021-COVID-19-Prevention-Emergency-txtbrdconsider-Readoption.pdf>

